

**LEGISLATIVE SERVICES AGENCY
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House
(317) 232-9855

FISCAL IMPACT STATEMENT

LS 7761

BILL NUMBER: HB 1572

DATE PREPARED: Jan 13, 2001

BILL AMENDED:

SUBJECT: Public Safety Officer Leave of Absence.

FISCAL ANALYST: John Parkey

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FUNDS AFFECTED: **X GENERAL**
 DEDICATED
 FEDERAL

IMPACT: State & Local

Summary of Legislation: This bill revises the law concerning employees who leave their positions temporarily to receive military training as members of the reserve armed forces. This bill provides that an employer is required to restore an employee to the same position or a similar position at the same status and pay if the employee leaves the position for not more than 15 "working days" (as opposed to "15 days" under current law). The bill defines a "working day" as eight hours of paid time.

Effective Date: July 1, 2001.

Explanation of State Expenditures: Under current law, a reservist receiving military training retains the same employment status, benefits, and pay level for up to 15 days. An employer may decide if the leave is paid or not. State employees are considered to be on paid leave during military training. Depending on when an employee leaves and returns, the state currently pays for up to 11 days of reservists' military training. This bill makes two changes that will increase the number of days of that qualify as paid military leave. First, the bill allows reservist to be absent from their state positions for up to 15 working days. Second, the bill defines "working day" as eight hours of paid time. Since most state workers are only required to work 7.5 hours each day, the state workers would actual receive 16 days of paid military leave. (15 working days X 8 hours = 120 hours of military leave; 120 hours of military leave / 7.5 hours per state employee work day = 16 paid days). Based on these changes, military reservists would receive five additional days of paid leave each year. According to data from the Adjutant General, there are approximately 75 state employees who are military reservists.

Explanation of State Revenues:

Explanation of Local Expenditures: The provisions described in the state expenditures section above would also apply to military reservists employed in cities, towns, and counties. According to the Office of the Adjutant General, there are approximately 100 reservists employed by cities, towns, and counties.

Due to differences in the number of paid hours of work required, reservists may receive more or fewer actual days

of qualified leave.

Explanation of Local Revenues:

State Agencies Affected: All.

Local Agencies Affected: All.

Information Sources: Keith Beesley, State Department of Personnel, (317) 232-3062; COL Jerry Gill, Director, Army Personnel; (317) 247-3219.